

## DOCUMENT RESUME

ED 401 477

CE 073 016

AUTHOR Jacobs, Johan  
 TITLE Remuneration of Graduates, as at 1 July 1994. Legal, Religious, Social Science, Humanities and Related Occupations = Vergoeding van Gegradueerdes, soos op 1 Julie 1994. Regs-, Godsdiens-, Sosiaal- en Verwante Geesteswetenskaplike Beroepe.  
 INSTITUTION Human Sciences Research Council, Pretoria (South Africa).  
 REPORT NO ISBN-0-7969-1765-5  
 PUB DATE 96  
 NOTE 37p.; For related reports, see ED 399 438 and CE 073 011-017.  
 PUB TYPE Reports - Research/Technical (143) -- Multilingual/Bilingual Materials (171) -- Statistical Data (110)  
 LANGUAGE English; Afrikaans  
 EDRS PRICE MF01/PC02 Plus Postage.  
 DESCRIPTORS Art; Art Education; Athletics; \*Compensation (Remuneration); Foreign Countries; Fringe Benefits; Geographic Regions; Graduate Surveys; Higher Education; Humanities; \*Lawyers; \*Legal Assistants; Legal Education (Professions); \*Outcomes of Education; Private Sector; Public Sector; Racial Differences; Religious Education; Salary Wage Differentials; Self Employment; \*Service Occupations; Sex Differences; Social Sciences; \*Social Work; Tables (Data); Wages  
 IDENTIFIERS \*South Africa

## ABSTRACT

This document, which is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%, details the remuneration of graduates (as of July 1, 1994) in a wide range of occupations in the following categories: legal; religious; social science; humanities; and art, sport, and entertainment. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. Included in the document are English and Afrikaans versions of the study report. (MN)

ED 401 477

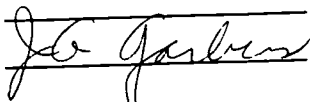
# REMUNERATION OF GRADUATES

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

- ☒ This document has been reproduced as  
received from the person or organization  
originating it.
- ☐ Minor changes have been made to improve  
reproduction quality.

- Points of view or opinions stated in this docu-  
ment do not necessarily represent official  
OERI position or policy.

"PERMISSION TO REPRODUCE THIS  
MATERIAL HAS BEEN GRANTED BY



TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

# VERGOEDING VAN GEGRADUEERDES

2

8 Regte en Sosiale Wetenskappe

ED 401 477

# Remuneration of graduates

as at 1 July 1994

# Vergoeding van gegraduateerdes

soos op 1 Julie 1994

Legal, religious, social science,  
humanities and  
related occupations

Regs-, godsdiens-, sosiaal-  
en verwante geestes-  
wetenskaplike beroepe

# Remuneration of graduates

as at 1 July 1994

# Vergoeding van gegraduateerdes

soos op 1 Julie 1994

Johan Jacobs

**Administrative support:-**  
Helmien Craemer  
Annetjie Verster

Johan Jacobs

**Administratiewe ondersteuning:-**  
Helmien Craemer  
Annetjie Verster

**Legal, religious, social science,  
humanities and  
related occupations**

**Regs-, godsdiens-, sosiaal-  
en verwante geestes-  
wetenskaplike beroepe**



**Human Sciences Research Council**

**Raad vir Geesteswetenskaplike Navorsing**

**Pretoria  
1996**

All rights reserved

Alle regte voorbehou

No part of this report may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording or by any information storage and retrieval system, without permission in writing from the publisher.

Geen gedeelte van hierdie verslag mag gereproduseer word in enige vorm of op enige manier, elektronies of meganies, insluitende fotokopiëring, plaat- en bandopname of deur enige inligtingsbewaring- en ontsluitingstelsel, sonder skriftelike verlof van die uitgewer nie.

ISBN 0-7969-1765-5

ISBN 0-7969-1765-5

Human Resources Information and Planning  
Head : Elize van Zyl

Menslike Hulpbron Inligting en Beplanning  
Hoof : Elize van Zyl

Group Human Resources  
Executive Director: Sunette van der Walt

Groep Menslike Hulpbronne  
Uitvoerende Direkteur: Sunette van der Walt

HSRC Publishers  
Private Bag X41  
0001 Pretoria

RGN-uitgewers  
Privaatsak X41  
0001 Pretoria

*The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.*

*Die vergoeding van gegraduateerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.*

#### **LEGAL OCCUPATIONS**

- Judge
- Magistrate
- Public prosecutor
- Advocate
- Attorney
- Attorney clerk (articled)
- Legal advisor, consultant
- Legal assistant
- Legal officer

#### **RELIGIOUS OCCUPATIONS**

- Minister, priest, chaplain
- Religious & spiritual workers n.e.c.

#### **SOCIAL SCIENCE OCCUPATIONS**

- Psychologist
  - Industrial psychologist
  - Clinical psychologist
  - Educational psychologist
  - Psychologist
- Psychometrist
- Psychologist (intern)
- Social worker supervisor
- Social worker
- Community developer

#### **HUMANITIES & RELATED**

- Archivist
- Librarian/information officer
- Museum/art curator/scientist
- Museum director
- Linguistic occupations
- Human sciences researcher

#### **ART, SPORT & ENTERTAINMENT OCCUPATIONS**

- DESIGNER
- PERFORMING ARTIST & RELATED
  - TV/film/radio producer/director
- AUTHOR AND RELATED OCCUPATIONS
  - Editor
  - Publisher
  - Journalist, reporter
  - Writer, script writer, poet
- SPORTS OCCUPATIONS

#### **REGSBEROEPE**

- Regter
- Landdros/magistraat
- Staatsaanklaer
- Advokaat
- Prokureur
- Prokureursklerk (ingeskrewe)
- Regsadviseur,-konsultant
- Regsassistent
- Regsbeampte

#### **GODSDIENSBEROEPE**

- Predikant, priester
- Godsdiens- & geestelike werkers n.e.g.

#### **SOSIAALWETENSKAPLIKE BEROEPE**

- Sielkundige
  - Bedryfsielkundige
  - Kliniese sielkundige
  - Skool-, opvoedkundige sielkundige
  - Sielkundige
- Psigometris
- Sielkundige (intern)
- Maatskaplike werk toesighouer
- Maatskaplike werker
- Gemeenskapsontwikkelaar

#### **GEESTESWETENSKAPLIK & VERWANT**

- Argivaris
- Bibliotekaris/inligtingsbeampte
- Museum/kuns kurator/wetenskaplike
- Museumdirekteur
- Taalkundige beroepe
- Geesteswetenskaplike navorser

#### **KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE**

- ONTWERPER
- UITVOERENDE KUNSTENAAR & VERWANT
  - TV/radio/film produksieleier/direkteur
- SKRYWER EN VERWANTE BEROEPE
  - Redakteur
  - Uitgewer
  - Joernalis, verslaggewer
  - Skrywer, draaiboekskrywer, digter
- SPORTBEROEPE

## CONTENTS

	<i>Page</i>
List of tables -----	iv
1 Introduction -----	1
2 Survey group and questionnaire -----	1
3 Explanatory remarks -----	2
4 Analysis and findings -----	6



## INHOUDSOPGAWE

	<i>Bladsy</i>
Lys van tabelle -----	v
1 Inleiding -----	1
2 Onderzoekgroep en vraelys -----	1
3 Verduidelikende opmerkings -----	2
4 Ontledings en bevindinge -----	6

# LIST OF TABLES

Page

<b>Table1(a): Median income of graduates working full time according to employer sector and occupation</b>	
Employees: public sector -----	8
Employees: private sector -----	9
Self-employed -----	9
<b>Table 1(b): Median income of graduate men working full time according to employer sector and occupation</b>	
Male employees: public sector-----	10
Male employees: private sector-----	11
Self-employed males -----	11
<b>Table 1(c): Median income of graduate women working full time according to employer sector and occupation</b>	
Female employees: public sector-----	12
Female employees: private sector-----	13
Self-employed females -----	13
<b>Table 2 : Median income of graduates working full time according to occupation, region and employer sector -----</b>	<b>14</b>
<b>Table 3     Median income of graduates working full time according to occupation, post level and employer sector -----</b>	<b>16</b>
<b>Table 4 : Median income of graduates working full time according to occupation, work experience and employer sector -----</b>	<b>18</b>
<b>Table 5 : Median income of graduates according to occupation, working hours and employer sector -----</b>	<b>20</b>
<b>Table 6 : Median income of full time employees and self-employed persons according to occupation and economic sector -----</b>	<b>21</b>
<b>Table 7 : Comparison of the income of men and women working full time according to occupation and work experience</b>	
Employees: public sector -----	22
Employees: private sector -----	23
Self-employed -----	23
<b>Table 8 : Median income of graduates working full time according to occupation, work experience, population group and employer sector -----</b>	<b>24</b>
<b>Table 9 : Median income of graduates working full time according to field and level of study and employer sector-----</b>	<b>25</b>



<b>Tabel 1(a) :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens werkgewersector en beroep</b>	
	Werknemers: openbare sektor-----	8
	Werknemers: private sektor-----	9
	Selfgeëmplojeerd-----	9
<b>Tabel 1(b) :</b>	<b>Mediaaninkomste van gegradueerde mans wat voltyds werk volgens werkgewersector en beroep</b>	
	Manlike werknemers: openbare sektor-----	10
	Manlike werknemers: private sektor-----	11
	Selfgeëmplojeerde mans-----	11
<b>Tabel 1(c) :</b>	<b>Mediaaninkomste van gegradueerde vroue wat voltyds werk volgens werkgewersector en beroep</b>	
	Vroulike werknemers: openbare sektor-----	12
	Vroulike werknemers: private sektor-----	13
	Selfgeëmplojeerde vroue-----	13
<b>Tabel 2 :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, geografiese gebied en werkgewersector-----</b>	<b>14</b>
<b>Tabel 3 :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, posvlak en werkgewersector-----</b>	<b>16</b>
<b>Tabel 4 :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, werkervaring en werkgewersector-----</b>	<b>18</b>
<b>Tabel 5 :</b>	<b>Mediaaninkomste van gegradueerdes volgens beroep, werkure en werkgewersector-----</b>	<b>20</b>
<b>Tabel 6 :</b>	<b>Mediaaninkomste van voltydse werknemers en selfgeëmplojeerde persone volgens beroep en ekonomiese sektor-----</b>	<b>21</b>
<b>Tabel 7 :</b>	<b>Vergelyking van die inkomste van mans en vroue wat voltyds werk volgens beroep en werkervaring</b>	
	Werknemers: openbare sektor-----	22
	Werknemers: private sektor-----	23
	Selfgeëmplojeerd-----	23
<b>Tabel 8 :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, werkervaring, bevolkingsgroep en werkgewersector-----</b>	<b>24</b>
<b>Tabel 9 :</b>	<b>Mediaaninkomste van gegradueerdes wat voltyds werk volgens studierigting, kwalifikasievlak en werkgewersector-----</b>	<b>25</b>

The information of this and previous surveys has been computerised and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)



Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens vir beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

## 1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in legal, religious, social and other human science occupations as at 1 July 1994.

The information is widely used by career guidance teachers, counsellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

## 2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

## 1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelijke benutting van arbeid in 'n land. Vergoedingsstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die inkomste van gegradueerdes in regs-, godsdiens-, sosiaal- en ander geesteswetenskaplike beroepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiere onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiere onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyne en aktuarisse die inligting om die potensiele verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparte-eise.

## 2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en individue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

### 3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

#### 3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

##### 3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation*.
- Income derived from *lecturing in a part-time capacity*.
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooië vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van individue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramatiese van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

### 3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

#### 3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

##### 3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmployeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie*.
- Inkomste verdien deur *deeltydse onderrig*.
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

### 3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package* :

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance*.
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

### 3.1.3 Package

*Package* refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total package was clearly indicated.

## 3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received less and 75% receive more than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive less and 50% receive more than the income indicated. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values

### 3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgever ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket* :

- *Pensioen* - verwys na die werkgever se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgever se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae*.
- *Behuising* - verwys na 'n behuisingssubsidie ontvang van 'n werkgever of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgever se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

### 3.1.3 Pakket

*Pakket* verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die individuë by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale pakket se waarde duidelik aangedui het.

## 3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone minder en 75% van die groep meer as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep minder en 50% van die groep meer as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is



above and below the median, in other words the 25 and 75 percentile values, indicate the range of income values in a specific occupational group.

*For example*, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means (a) that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, (b) that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and (c) that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

### 3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*<sup>1</sup> was used as a base to classify the occupations and to group them into unit and major groups.

### 3.4 Employer sector

Three main employer categories viz. *public sector*, *private sector* and *self-employed* were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

#### (a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

#### (b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

vir uiters hoë of lae inkomstewaardes. Daar moet ook daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

*Byvoorbeeld*, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit (a) dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, (b) dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en (c) dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

### 3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegropeer is.

Die *Standaardberoepsklassifikasie*<sup>1</sup> is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

### 3.4 Werkgewersector

In die ontledings word drie hoofwerkgewersektore onderskei naamlik *openbare sektor*, *private sektor* en *selfgeëmployeerd*. Die respondente is versoek om die werkgever waar hulle hul beroepe beoefen uit een van die volgende te kies.

#### (a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en teknikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

#### (b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure,

<sup>1</sup> Central Statistical Services 1986. Pretoria.  
*Standard Classification of Occupations*. Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria.  
*Standaardberoepsklassifikasie*. Verslag 09-90-01.

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a personal private practice, concern or business.

### 3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium, Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State*.

### 3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level*.

### 3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

prokureurs).

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmploieerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

### 3.5 Geografiese verspreiding

Die poskode van die posadres is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium, Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat*.

### 3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak*.

### 3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgever, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

### 3.8 Employment status and working hours

People working full time, usually earn substantially more than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted  $\left\{ \frac{\text{hours} \times \text{working weeks}}{52} \right\}$  to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

### 3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

## 4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in

### 3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltydse beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en na-uurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas  $\left\{ \frac{\text{ure} \times \text{werkweke}}{52} \right\}$  om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltydse te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

### 3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgever betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserie
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein- en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheids-dienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

## 4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmpleoierdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom,



the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included in the calculations of subtotals of the income figures for the different occupational groups.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 8 according to geographical region, post level, work experience, working hours, economic sector, gender and population group. In these tables subtotals are not given for all the occupations. Occupational headings therefore do not necessarily apply to the occupations which follow.

The field of study and level of qualification referred to in Table 9 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesifers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesifers vir die verskillende beroepsgroepe.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersector en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

Benewens beroep en werkgewersector word die inkomste in tabelle 2 tot 8 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, ekonomiese sektor, geslag en bevolkingsgroep. In hierdie tabelle word die subtotale nie vir al die beroepe gegee nie. Die beroepsopskrifte geld dus nie noodwendig vir die beroepe wat daarna volg soos die geval in tabel 1 is nie.

Die studierigting en kwalifikasievlak waarna in tabel 9 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

TABEL 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME  
ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK  
VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	35	12	42	355	65200	100000	123100	255	114500	REGSBEROEPE
•Judge, magistrate	42	20	41	126	98800	113200	135800	92	129800	•Regter, landdros
•Judge			43	10	285000	288000	292200			•Regter
•Magistrate	41	20	41	116	95700	112400	125200	83	126800	•Landdros/magistraat
•Public prosecutor	28	6	42	80	43200	56700	72600	53	56700	•Staatsaanklaer
•Advocate	35	10	45	33	69600	103200	127500	22	120500	•Advokaat
•Attorney	38	13	42	30	87400	113400	123000	21	118000	•Prokureur
•Legal occupations n.e.c.	33	10	41	85	61000	98400	127500	67	123800	•Regsberoepe n.e.g.
•Legal advisor, consultant	35	12	42	44	86000	107000	129000	37	131000	•Regsadviseur, -konsultant
•Legal officer	31	8	40	41	48500	75400	117000	30	80700	•Regsbeampete
162 RELIGIOUS OCCUPATIONS	37	12	51	23	42200	71600	91100	11	96300	GODSDIENSBEROEPE
•Minister, priest, chaplain	37	12	51	22	43700	71800	91100	10	96500	•Predikant, priester, kapelaan
163 SOCIAL SCIENCE OCCUPATIONS	33	8	39	999	35900	48700	61100	679	55100	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	38	13	39	182	64000	78700	94900	138	92200	•Sielkundige
•Industrial psychologist	32	9	46	12	59900	74000	91900	10	89600	•Bedryfsielkundige
•Clinical psychologist	33	8	41	48	54500	63000	80900	42	73900	•Kliniese sielkundige
•Educational psychologist	42	16	37	63	71000	86600	97500	41	96200	•Skool-, opvoedkundige sielkundige
•Psychologist	41	15	38	59	67000	82700	97900	45	97600	•Sielkundige
•Psychometrist	25	2	38	15	31900	39900	58800			•Psigometris
•Psychologist (intern)	27	2	38	14	21000	24300	25200	10	24400	•Sielkundige (intern)
•Social worker supervisor	36	12	40	38	48400	52200	56500	31	55400	•Maatskaplike werk toesighouer
•Social worker	31	7	39	719	34700	44700	52500	472	49400	•Maatskaplike werker
•Social scientists n.e.c.	30	8	42	31	41500	59200	70000	21	70100	•Sosiaalwetenskaplikes n.e.g.
•Community developer		5	42	12	31900	52300	62500	10	69800	•Gemeenskapsontwikkelaar
169 HUMANITIES & RELATED N.E.C.	41	15	38	436	47700	57100	73200	338	68200	GEESTESWETENSKAPLIK & VERWANT N.E.G.
•Archivist		12	37	10	38900	49100	65100			•Argivaris
•Librarian/information officer	41	15	37	296	47700	55900	71300	234	67000	•Bibliotekaris/inligtingsbeampete
•Museum/art curator/director	42	18	40	75	48400	57000	80700	58	71000	•Museum/kuns kurator/direkteur
•Museum/art curator/scientist	38	12	40	58	46500	52200	64600	44	68200	•Museum, kuns kurator/wetenskaplike
•Museum director	50	28	42	17	94400	96000	107000	14	119900	•Museumdirekteur
•Linguistic occupations	42	15	37	37	58200	65200	84700	29	78000	•Taalkundige beroepe
•Human sciences researcher	32	10	39	16	28800	57100	88500	10	96200	•Geesteswetenskaplike navorser
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	33	10	40	85	46700	64000	80000	68	80000	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
175 PERFORMING ARTIST & RELATED	34	11	37	16	41900	51200	75600	12	66500	UITVOERENDE KUNSTENAAR & VERWANT
176 AUTHOR AND RELATED OCCUPATIONS	35	12	37	18	41000	59700	80400	16	68900	SKRYWER EN VERWANTE BEROEPE
•Editor	40	14	37	10	45200	59700	85500			•Redakteur
177 SPORTS OCCUPATIONS	33	9	46	38	60000	70500	87700	29	89600	SPORTBEROEPE
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median is based

N : Getal persone in kategorie waarop mediaan gebaseer is

c. : not elsewhere classified

n.e.g. : nie elders geklassifiseer

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

## EMPLOYEES: PRIVATE SECTOR

## WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	28	4	43	382	26000	45500	88000	330	50000	REGSBEROEPE
•Attorney	30	6	45	150	50000	71500	96000	126	77700	•Prokureur
•Attorney clerk (articled)	25	1	42	148	18900	24000	30000	133	25300	•Prokureursklerk (ingeskrewe)
•Legal occupations n.e.c.	33	9	42	84	53500	89000	142900	71	125300	•Regsberoepe n.e.g.
Legal advisor, consultant	36	12	42	66	78000	109000	159000	59	144200	Regsadviseur, -konsultant
Legal assistant	25	2	38	17	34000	37700	44800	11	48800	Regsassistent
162 RELIGIOUS OCCUPATIONS	42	17	53	646	40300	60500	74100	560	101600	GODSDIENSBEROEPE
•Minister, priest, chaplain	43	17	54	614	43200	62900	74600	529	103200	•Predikant, priester
•Religious & spiritual workers n.e.c.	33	8	44	32	21700	30300	43600	31	36000	•Godsdiens- & geestelike werk. n.e.g
163 SOCIAL SCIENCE OCCUPATIONS	33	8	39	567	31100	38000	50700	465	41900	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	39	12	41	28	66800	80200	100200	27	117900	•Sielkundige
Industrial psychologist	36	12	42	10	68900	87700	122800	10	130800	Bedryfsielkundige
•Social worker supervisor	43	18	40	36	42000	50500	57300	29	52400	•Maatskaplike werk toesighouer
•Social worker	32	8	39	480	30400	36300	46500	392	39100	•Maatskaplike werker
•Librarian/information officer	43	15	38	37	44000	57400	74300	28	61500	•Bibliotekaris/inligtingsbeampste
•Linguistic occupations	38	12	38	16	36900	47400	63300	13	56500	•Taalkundige beroepe
17 ART, SPORT & ENTERTAINMENT OCCUPATIO	34	11	42	204	45500	65000	91900	168	78700	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEP
173 DESIGNER	25	3	42	19	27300	42200	52000	17	45200	ONTWERPER
175 PERFORMING ARTIST & RELATED	34	11	40	28	67900	83200	101400	26	101100	UITVOERENDE KUNSTENAAR & VERWANT
•TV/film/radio producer/director	36	11	46	15	75800	84000	104000	14	104900	•TV/radio/film produksieleier
176 AUTHOR AND RELATED OCCUPATIONS	36	13	42	138	45500	61000	96000	107	79900	SKRYWER EN VERWANTE BEROEPE
•Editor, publisher	38	14	42	59	46700	67600	118100	47	84400	•Redakteur, uitgewer
Editor	36	13	42	45	43700	58500	94800	37	84400	Redakteur
Publisher	45	22	44	14	57000	110600	150000	10	146800	Uitgewer
•Journalist, reporter	35	11	42	66	45500	61600	89900	49	78400	•Joernalis, verslaggewer
•Writer, script writer, poet	38	15	37	13	45000	52000	72000	11	57600	•Skrywer, draaiboekskrywer, digter
177 SPORTS OCCUPATIONS	38	14	45	16	65000	75500	96800	15	87700	SPORTBEROEPE

## SELF-EMPLOYED

## SELFGEËMPOLEERD

161 LEGAL OCCUPATIONS	45	22	47	743	100000	160000	240000	731	168000	REGSBEROEPE
•Advocate	43	20	47	86	100000	190500	350000	86	190500	•Advokaat
•Attorney	46	24	47	655	100000	156000	230000	644	163600	•Prokureur
163 SOCIAL SCIENCE OCCUPATIONS	42	13	43	115	60000	90000	120000	110	92500	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	42	14	42	103	65000	90200	120000	100	94500	•Sielkundige
Clinical psychologist	41	10	37	43	60000	83000	120000	43	84000	Kliniese sielkundige
Educational psychologist	37	10	42	11	43200	75000	120000			Skool-, opvoedkundige sielkundige
Psychologist	43	17	44	46	72000	100000	130000	45	100000	Sielkundige
17 ART, SPORT & ENTERTAINMENT OCCUPATION	38	15	42	57	40000	64000	107000	57	64000	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
173 DESIGNER	38	15	38	11	24000	50000	119000	12	50000	ONTWERPER
175 PERFORMING ARTIST & RELATED	38	16	46	16	42500	86200	132000	16	86200	UITVOERENDE KUNSTENAAR & VERWANT
176 AUTHOR AND RELATED OCCUPATIONS	39	17	46	22	40000	75000	107000	21	80000	SKRYWER EN VERWANTE BEROEPE
•Editor, publisher	39	15	52	10	40000	67000	90000			•Redakteur, uitgewer
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(b)

TABEL 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME  
ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK  
VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	38	17	42	261	71800	111800	128100	189	127800	REGSBEROEPE
•Judge, magistrate Magistrate	44	22	41	109	102000	114500	141400	79	132600	•Regter, landdros Landdros/magistraat
	43	21	41	100	100600	113500	132900	71	130100	
•Public prosecutor	27	6	42	46	41500	55700	73000	33	59000	•Staatsaanklaer
•Advocate	38	12	44	19	89100	127000	129100	13	134800	•Advokaat
•Attorney	38	13	42	26	90000	116500	127000	17	134300	•Prokureur
•Legal occupations n.e.c. *	36	13	42	60	60500	99800	128000	47	131000	•Regsberoepe n.e.g. *
Legal advisor, consultant	38	14	42	34	84500	113100	137400	27	145500	Regsadviseur, -konsultant
Legal officer	32	10	39	26	45000	75700	123300	20	75700	Regsbeampete
162 RELIGIOUS OCCUPATIONS	37	12	51	19	43700	72000	91100			GODSOIENSBEROEPE
•Minister, priest, chaplain	37	12	51	19	43700	72000	91100			•Predikant, priester, kapelaan
163 SOCIAL SCIENCE OCCUPATIONS	34	10	40	223	44700	60000	84300	171	75900	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	39	15	39	101	70000	84300	98400	84	99900	•Sielkundige
Clinical psychologist	34	8	42	25	60000	71700	91800	22	84400	Kliniese sielkundige
Educational psychologist	45	22	37	37	77700	94300	101900	27	106500	Skool-, opvoedkundige sielkundige
Psychologist	41	18	35	30	75400	84300	97900	26	101400	Sielkundige
•Social worker	32	8	40	100	36100	48000	57400	70	59100	•Maatskaplike werker
•Social scientists n.e.c.	28	5	42	12	39700	48500	63000	10	70000	•Sosiaalwetenskaplikes n.e.g.
169 HUMANITIES & RELATED N.E.C.	44	18	38	110	50200	69100	94400	93	90000	GEESTESWETENSKAPLIK & VERWANT N.E.G.
•Librarian/information officer	43	16	37	54	47600	68200	90800	46	92200	•Bibliotekaris/inligtingsbeampete
•Museum/art curator/director	45	21	42	34	52200	66600	94400	29	84500	•Museum/kuns kurator/direkteur
Museum/art curator/scientist	36	11	42	21	49500	53700	67200	19	73200	Museum, kuns kurator/wetenskaplike
Museum director	51	30	41	13	84700	95800	107000	10	119900	Museumdirekteur
•Linguistic occupations	55	22	37	12	52900	67000	100300	10	76000	•Taalkundige beroepe
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	33	9	44	39	51100	66300	84600	33	86300	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
177 SPORTS OCCUPATIONS	33	8	46	26	63000	70700	92100	21	94100	SPORTBEROEPE
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median income is based  
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

\* n.e.c. : not elsewhere classified  
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

TABLE 1(b) (CONTINUED)

TABEL 1(b) (VERVOLG)

## MALE EMPLOYEES: PRIVATE SECTOR

## MANLIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	30	5	44	242	27300	57600	96000	212	60300	REGSBEROEPE
•Attorney	32	7	46	103	53900	78000	106500	89	84000	•Prokureur
•Attorney clerk (articled)	26	1	43	86	19200	24000	30000	76	25400	•Prokureursklerk (ingeskrewe)
•Legal occupations n.e.c.	36	11	42	53	72000	100800	167500	47	138400	•Regsberoepe n.e.g.
Legal advisor, consultant	36	12	42	47	80500	113600	176000	43	144200	Regsadviseur, -konsultant
162 RELIGIOUS OCCUPATIONS	43	17	54	603	42900	62500	74600	519	103200	GODSDIENSBEROEPE
•Minister, priest	43	17	54	585	44200	63800	74800	504	104000	•Predikant, priester
•Religious & spiritual workers n.e.c.	37	13	48	18	24000	36600	48000	15	54000	•Godsdiens- & geestelike werk. n.e.g
163 SOCIAL SCIENCE OCCUPATIONS	36	10	41	63	40900	60000	81400	56	73400	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	40	16	42	18	74800	94900	119900	17	127600	•Sielkundige
•Social worker	35	11	40	34	32400	47800	68400	31	59300	•Maatskaplike werker
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	42	20	42	96	65000	86300	123500	81	110800	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
175 PERFORMING ARTIST & RELATED	39	18	38	13	70900	83400	120000	13	110800	UITVOERENDE KUNSTENAAR & VERWANT
176 AUTHOR AND RELATED OCCUPATIONS	45	23	42	62	70000	95600	143800	49	131400	SKRYWER EN VERWANTE BEROEPE
•Editor, publisher	46	24	43	24	87800	120000	147000	19	152500	•Redakteur, uitgewer
Editor	43	23	43	16	75000	109500	128500	14	135700	Redakteur
•Journalist, reporter	42	20	42	31	60800	86400	149000	25	130800	•Joernalis, verslaggewer
177 SPORTS OCCUPATIONS	39	14	46	13	73200	76400	101800	12	90700	SPORTBEROEPE
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAN#			SALARIS				PAKKET		

## SELF-EMPLOYED MEN

## SELFGEËMPOJEERDE MANS

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	46	23	47	696	102000	168000	240000	685	170000	REGSBEROEPE
•Advocate	43	20	48	79	120000	210000	350000	79	210000	•Advokaat
•Attorney	46	24	47	615	100000	160000	240000	605	168000	•Prokureur
163 SOCIAL SCIENCE OCCUPATIONS	43	15	47	41	82000	115000	140000	37	120000	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	42	15	47	38	82000	112500	130000	35	120000	•Sielkundige
Clinical psychologist	38	10	46	14	82000	102000	120000	14	102500	Kliniese sielkundige
Psychologist	47	21	48	20	90100	120000	165500	19	130000	Sielkundige
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	39	16	43	27	60000	82000	120000	26	87500	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
176 AUTHOR AND RELATED OCCUPATIONS	39	18	50	13	64000	80000	90000	12	82500	SKRYWER EN VERWANTE BEROEPE
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 1(c)

TABEL 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME  
ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUW WAT VOLTYDS WERK  
VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
161 LEGAL OCCUPATIONS	30	8	42	88	55000	78300	102000	61	93600	REGSBEROEPE
•Magistrate	32	11	43	16	76000	88400	103400	12	91800	•Landdros/magistraat
•Public prosecutor	28	7	43	30	45200	60600	76900	17	60600	•Staatsaanklaer
•Advocate	31	8	45	14	65200	87600	103200			•Advokaat
•Legal occupations n.e.c.	30	9	41	24	65000	97000	107200	19	121400	•Regsberoepe n.e.g.
Legal advisor, consultant	32	10	38	10	88200	99700	110000	10	122600	Regsadviseur, -konsultant
Legal officer	30	8	42	14	56000	78800	104400			Regsbeampte
163 SOCIAL SCIENCE OCCUPATIONS	32	8	40	647	34900	48000	57500	426	52000	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	36	11	38	77	61000	72000	86900	51	82500	•Sielkundige
Clinical psychologist	31	7	40	21	52500	59300	76800	18	64100	Kliniese sielkundige
Educational psychologist	37	12	36	25	70400	77800	87700	13	88900	Skool-, opvoedkundige sielkundige
Psychologist	41	14	38	28	62300	73100	90600	19	85200	Sielkundige
•Psychologist (intern)	27	2	38	10	18600	23900	25000			•Sielkundige (intern)
•Social work supervisor	37	12	42	31	48400	52200	54200	25	54400	•Maatskaplike werk toesighouer
•Social worker	31	7	40	504	34700	44300	52200	329	48800	•Maatskaplike werkster
•Social scientists n.e.c.	34	9	42	16	54100	61100	72000	10	69600	•Sosiaalwetenskaplikes n.e.g.
169 HUMANITIES & RELATED N.E.C.	40	15	38	323	46500	55700	68900	243	63800	GEESTESWETENSKAPLIK & VERWANT N.E.G.
•Librarian/information officer	41	15	37	241	47700	55300	68900	187	63600	•Bibliotekaris/inligtingsbeampte
•Museum/art curator/director	40	16	39	40	45600	53200	65000	28	61300	•Museum/kuns kurator/direkteur
Museum/art curator/scientist	39	15	38	36	44400	51200	58300	24	60000	Museum, kuns kurator/wetenskaplike
•Linguistic occupations	39	14	38	25	58200	65200	80300	19	78000	•Taalkundige beroepe
•Human sciences researcher	26	2		10	28000	34300	45000			•Geesteswetenskaplike navorser
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	33	11	38	44	42700	58300	78500	34	58800	KUNS-, SPORT- EN VERMAAKLIKHEIOSBEROEPE
175 PERFORMING ARTIST & RELATED	34	13	33	11	43900	58100	80000			UITVOERENDE KUNSTENAAR & VERWANT
176 AUTHOR AND RELATED OCCUPATIONS	34	12	38	14	40000	54400	74500	12	56900	SKRYWER EN VERWANTE BEROEPE
177 SPORTS OCCUPATIONS	37	14	40	11	51700	71000	87700			SPORTBEROEPE
OCCUPATION	A	E	H	N**	25%	Me	75%	N**	Me	BEROEP
	MEDIAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

\*\* N : Number of persons in category on which median income is based  
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

\* n.e.c. : not elsewhere classified  
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)



## FEMALE EMPLOYEES: PRIVATE SECTOR

## VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	27	3	42	128	24300	36000	65900	107	38000	REGSBEROEPE
•Attorney	28	4	43	45	38000	60000	78000	35	73900	•Prokureur
•Attorney clerk (articled)	25	2	42	53	19500	24000	29300	49	26000	•Prokureursklerk (ingeskrewe)
•Legal occupations n.e.c.	29	8	41	30	39000	59200	118200	23	74200	•Regsberoepe n.e.g.
Legal advisor, consultant	33	10	42	18	58300	106300	142900	15	152700	Regsadviseur, -konsultant
Legal assistant	26	3	38	12	32800	43100	50200			Regsassistent
162 RELIGIOUS OCCUPATIONS	35	12	46	24	21600	28600	38000	23	35400	GOODSDIENSBEROEPE
•Minister, priest	43	15	54	11	19600	32000	65100			•Predikant, priester
•Religious & spiritual workers n.e.c.	32	5	39	13	21600	24000	30700	15	30000	•Godsdiens- & geestelike werk. n.e.g
163 SOCIAL SCIENCE OCCUPATIONS	32	8	39	421	30900	37000	47800	345	40100	SOSIAALWETENSKAPLIKE BEROEPE
•Social worker supervisor	43	20	41	31	40100	50400	56500	26	54500	•Maatskaplike werk toesighoudster
•Social worker	31	7	39	368	30300	36000	44500	299	38900	•Maatskaplike werkster
169 HUMANITIES & RELATED N.E.C.	38	13	38	58	42100	53700	74000	43	58100	GEESTESWETENSKAPLIK & VERWANT N.E.G.
•Librarian/information officer	43	14	38	35	43600	57400	74300	26	59000	•Bibliotekearis/inligtingsbeampte
•Linguistic occupations	35	11	38	14	36000	45200	53300	11	49000	•Taalkundige beroepe
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	31	7	42	107	38000	49000	67900	86	53900	KUNS-, SPORT- & VERMAAKLIKHEIDS-BEROEPE
173 DESIGNER	25	4	42	13	27600	36800	47400	12	36800	ONTWERPSTER
175 PERFORMING ARTIST & RELATED	32	8	44	14	65000	82300	92600	12	95700	UITVOERENDE KUNSTENAAR & VERWANT
176 AUTHOR AND RELATED OCCUPATIONS	32	8	42	76	38200	48000	62900	58	51300	SKRYFSTER EN VERWANTE BEROEPE
•Editor, publisher	33	10	42	35	42500	49000	67600	28	53900	•Redaktrise, uitgewer
Editor	33	10	41	29	39600	48000	67500	23	51400	Redaktrise
•Journalist, reporter	29	6	42	35	37700	49400	64000	24	49600	•Joernaliste, verslaggeefster
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MIDIAAN#			SALARIS				PAKKET		

## SELF-EMPLOYED WOMEN

## SELFGEËMPOJEERDE VROU

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
161 LEGAL OCCUPATIONS	36	12	44	41	54000	85000	144000	39	90000	REGSBEROEPE
•Attorney	36	10	42	35	50000	90000	152000	33	90000	•Prokureur
163 SOCIAL SCIENCE OCCUPATIONS	42	12	37	74	60000	75100	112000	73	80000	SOSIAALWETENSKAPLIKE BEROEPE
•Psychologist	42	12	37	65	60000	80000	117800	65	80000	•Sielkundige
Clinical psychologist	42	12	36	29	60000	71200	114000	29	71200	Kliniese sielkundige
Psychologist	43	15	40	26	64800	87000	117800	26	87000	Sielkundige
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS	38	15	39	29	28000	47000	90000	30	47000	KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MIDIAAN#			SALARIS				PAKKET		

# Median value of: A = Age E = Years work experience H = Hours worked per week  
 Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME  
ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK  
VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWESSEKTOR

TABEL 2

GEOGRAPHICAL REGION**	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				GEOGRAFIESE GEBIED**				
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE						
	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N		RAND	N	RAND	
•Advocate																•Advokaat	
Johannesburg Pretoria Eastern Cape Cape Town											19 21 20 20	20 18 10 19	325000 150000 220000 175000	20 18 10 19	325000 150000 220000 175000	Johannesburg Pretoria Oos-Kaap Kaapstad	
•Attorney																•Prokureur	
Johannesburg Pretoria Rest:Gauteng Mpumalanga Northern Prov. North West Durban,Pinetown R:KwaZulu/Natal Eastern Cape Cape Town R:Western Cape Northern Cape Free State						5 5 20	27 20 14	78000 68600 100700	22 20 14	89300 78000 101700	24 18 25 24 31 22 20 20 30 23 21 30 25	74 55 64 30 16 21 62 63 64 66 54 25 61	181000 180000 180000 155000 150000 120000 142000 150000 150000 186000 140000 115000 150000	71 54 64 30 16 20 62 61 64 65 52 25 60	200000 180000 180000 165200 150000 127500 146500 163000 150000 205000 147200 115000 150000	Johannesburg Pretoria Res:Gauteng Oos-Transvaal Noord-Prov. Noordwes Durban,Pinetown R:KwaZulu/Natal Oos-Kaap Kaapstad Res:Wes-Kaap Noord Kaap Vrystaat	
•Attorney clerk (articled)																•Prokureursklerk (ingeskrewe)	
Johannesburg Pretoria Rest:Gauteng Eastern Cape Cape Town Free State						1 1 2 2 1 1	22 18 27 12 20 10	29800 22200 27700 21300 23700 13800	20 16 25 11 19	33000 24700 30900 24000 24100						Johannesburg Pretoria Res:Gauteng Oos-Kaap Kaapstad Vrystaat	
•Minister, priest, chaplain																•Predikant, priester	
Johannesburg Pretoria Rest:Gauteng Mpumalanga Northern Prov. North West Durban,Pinetown R:KwaZulu/Natal Eastern Cape Cape Town R:Western Cape Northern Cape Free State						23 22 17 17 14 13 16 17 19 19 13 16 20	23 67 69 45 20 45 20 32 61 62 74 39 55	43200 70100 62600 67300 61400 60000 45600 47200 53100 51700 60200 65600 68100	21 57 62 38 15 40 17 25 50 57 63 32 50	82200 115200 108100 110400 99700 103500 88900 89200 96300 95000 98800 104900 111500					Johannesburg Pretoria Res:Gauteng Oos-Transvaal Noord-Prov. Noordwes Durban,Pinetown R:KwaZulu/Natal Oos-Kaap Kaapstad Res:Wes-Kaap Noord Kaap Vrystaat		
GEOGRAPHICAL REGION	N		RAND		N		RAND		N		RAND		N		RAND		GEOGRAFIESE GEBIED
	**	SALARIS		PAKKET		**	SALARIS		PAKKET		**	SALARIS		PAKKET			
	OPENBARE SEKTOR						PRIVATE SEKTOR						SELFGEËMPOJEERD				

\*\* See Page 5 for complete list of regions  
\*\* Median years work experience  
(Continued)

\*\* Kyk bladsy 5 vir volledige lys van gebiede  
\*\* Mediaan jare werkervaring  
(Vervolg)



TABLE 2 (CONTINUED)

TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED															
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE																	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND																
•Psychologist																•Sielkundige															
Johannesburg	15	10	88700									14	27	100000	27	100000	Johannesburg														
Pretoria	10	40	71300	35	89400							12	11	78000	10	78000	Pretoria														
Rest:Gauteng	22	16	78800	11	98600							15	12	98000	12	98000	Res:Gauteng														
Durban,Pinetown	15	14	82700	13	97800												Durban,Pinetown														
R:KwaZulu/Natal	15	12	79000														R:KwaZulu/Natal														
Cape Town	10	29	71000	24	82200							10	17	117800	17	117800	Kaapstad														
R:Western Cape	24	18	94200	13	109800												Res:Wes-Kaap														
Free State	6	16	69800	10	76000												Vrystaat														
•Social worker																•Maatskaplike werker															
Johannesburg	6	38	45400	29	48400	6	56	39900	46	42100							Johannesburg														
Pretoria	8	74	45500	43	48300	5	31	32700	20	33200							Pretoria														
Rest:Gauteng	11	59	46800	39	46800	9	37	35300	31	39200							Res:Gauteng														
Mpumalanga	6	35	44100	25	50800	8	16	34900	12	38100							Oos-Transvaal														
Northern Prov.	6	23	45300	17	48700												Noord-Prov.														
North West	4	33	38900	23	45200	7	16	39000	13	41900							Noordwes														
Durban,Pinetown	9	53	48100	40	51600	11	48	39600	38	43000							Durban,Pinetown														
R:KwaZulu/Natal	8	38	46400	24	49900	9	25	36300	23	39900							R:KwaZulu/Natal														
Eastern Cape	8	71	46000	47	51300	9	51	36200	47	41000							Oos-Kaap														
Cape Town	10	76	48400	53	53200	10	50	40400	42	42800							Kaapstad														
R:Western Cape	6	47	43200	30	45700	11	48	36000	38	38900							Res:Wes-Kaap														
Northern Cape	7	14	43200			13	11	33500	10	39200							Noord Kaap														
Free State	6	62	41900	41	51300	6	31	34000	26	36400							Vrystaat														
•Librarian/information officer																•Bibliotekaris/inligtingsbeampte															
Johannesburg	12	25	56300	17	69000	20	13	70000									Johannesburg														
Pretoria	14	76	60200	57	69100												Pretoria														
Rest:Gauteng	14	27	66200	20	76000												Res:Gauteng														
Northern Prov.	15	10	54200														Noord-Prov.														
North West	13	11	55700	10	65800												Noordwes														
Durban,Pinetown	20	22	62100	20	80900												Durban,Pinetown														
R:KwaZulu/Natal	22	10	59700														R:KwaZulu/Natal														
Eastern Cape	15	15	52900	12	60600												Oos-Kaap														
Cape Town	17	44	50200	37	55800												Kaapstad														
R:Western Cape	8	20	51200	17	59600												Res:Wes-Kaap														
Free State	14	27	50100	22	57000												Vrystaat														
GEOGRAPHICAL REGION	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	GEOGRAFIESE GEBIED															
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET																	
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOJEERD																			

.. Median years work experience

.. Mediaan jare werkervaring

BEST COPY AVAILABLE

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING  
TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS  
WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS- VLAK
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
161 LEGAL OCCUPATIONS																REGSBEROEPE
Trainee						1	134	24000	119	25000						Leerling
Junior	4	49	45400	32	48400	3	44	40800	38	43700	9	17	100000	17	100000	Junior
Middle	10	145	91700	106	102500	5	88	70100	73	84400	11	80	120000	80	139000	Middel
Senior	15	113	115700	85	132600	15	65	100000	53	113500	21	201	150000	201	150000	Senior
Top	30	28	151200	20	194300	22	21	186500	20	241400	26	395	180000	384	184300	Top
Magistrate																Landdros/magistraat
Middle	19	56	103900	42	114300											Middel
Senior	21	39	114500	27	133400											Senior
Top	28	11	141600													Top
•Public prosecutor																•Staatsaanklaer
Junior	4	26	43200	18	44500											Junior
Middle	7	33	59400	24	60200											Middel
Senior	11	15	108600													Senior
•Advocate																•Advokaat
Junior	8	10	92800								4	10	105000	10	105000	Junior
Middle	12	12	125300								18	27	150000	27	150000	Middel
Senior											23	20	240000	20	240000	Senior
Top											25	15	500000	15	500000	Top
•Attorney																•Prokureur
Trainee						1	134	24000	119	25000						Leerling
Junior						3	37	42000	32	42000						Junior
Middle						4	49	70200	42	81000	10	53	110000	53	120000	Middel
Senior						16	41	91000	31	91200	21	181	140000	181	150000	Senior
Top	17	14	122500	12	139400	22	12	150000	12	196300	26	378	180000	368	180000	Top
POST LEVEL	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	POS- VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOJEERD				
RIENCE																

.. Median years work experience  
(Continued)

.. Mediaan jare werkervaring  
(Vervolg)

TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS- VLAK																	
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE																			
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND																		
•Minister, priest																	•Predikant, priester																
Junior						7	26	36900	25	82200						Junior																	
Middle						10	92	47700	80	82400						Middel																	
Senior						17	128	59500	105	101400						Senior																	
Top						23	221	70200	189	115200						Top																	
•Psychologist																	•Sielkundige																
Trainee	2	26	29800	17	29800											Leerling																	
Junior	5	28	53600	21	62000											Junior																	
Middle	11	82	74900	59	89400	10	15	91700	13	125600						Middel																	
Senior	22	58	91000	48	104800						14	16	118900	15	118900	Senior																	
Top											18	23	120000	23	120000	Top																	
•Social worker																	•Maatskaplike werker																
Junior	3	236	34300	146	37300	2	141	29700	112	31900						Junior																	
Middle	9	211	47600	138	52200	9	161	37600	130	42000						Middel																	
Senior	12	203	50200	139	53800	15	128	44400	107	47900						Senior																	
Top	16	72	72000	55	80800	16	50	73200	43	87000						Top																	
•Librarian/information officer																	•Bibliotekearis/inligtingsbeampte																
Junior	5	37	42000	25	49900											Junior																	
Middle	14	127	53400	99	63400	14	16	54400	13	60000						Middel																	
Senior	17	96	61700	77	70900											Senior																	
Top	29	28	92700	27	111000											Top																	
•Museum/art curator/director																	•Museum/kuns kurator/direkteur																
Middle	11	22	50700	16	61100											Middel																	
Senior	18	32	58300	25	71900											Senior																	
Top	29	12	100900	11	114800											Top																	
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS																	KUNS-,SPORT- & VERMAAKLIKHEIDSBEROEPE																
Junior	4	12	43900	12	49600	4	20	45200	12	47200						Junior																	
Middle	10	34	59100	28	76500	7	82	57800	73	69000						Middel																	
Senior	12	28	73600	20	91500	14	76	77300	60	94500	15	11	60000	11	60000	Senior																	
Top						27	21	149600	20	173500	17	25	90000	25	102600	Top																	
POST LEVEL	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	POS- VLAK																	
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET																			
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOJEERD																					
RIENCE																																	

.. Median years work experience

.. Mediaan jare werkervaring

TABLE 4

TABEL 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING  
TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK  
VOLGENS BEROEP, WERKERVARING EN WERKGESWESSE

YEARS WORK EXPE- RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK- ERVARING	
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE			
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		
161 LEGAL OCCUPATIONS																	REGSBEROEPE
< 3	42	24	44500	19	44500	42	134	24600	118	26000	46	48	100000	48	100000	< 3	
3 - 7	42	82	59800	57	62300	44	125	55000	107	58500	47	92	140000	88	144000	3 - 7	
8 - 12	42	76	98100	51	111100	42	46	90600	38	111100	47	92	140000	88	144000	8 - 12	
13 - 17	42	37	114100	29	131000	44	25	80500	22	96000	48	124	150000	123	150000	13 - 17	
18 - 22	42	48	111700	36	132700	44	22	172000	22	224000	47	115	180000	113	180000	18 - 22	
23+	42	83	126000	59	148500	38	37	91000	30	106200	46	374	180000	368	180000	23+	
•Judge, magistrate																	•Regter, landdros
3 - 7	39	11	80200													3 - 7	
8 - 12	41	19	94300	14	98900											8 - 12	
13 - 17	43	14	106800	11	123200											13 - 17	
18 - 22	42	27	109000	19	125700											18 - 22	
23+	41	54	135200	38	150000											23+	
•Advocate																	•Advokaat
8 - 12											45	13	150000	13	150000	8 - 12	
13 - 17											46	16	162500	16	162500	13 - 17	
18 - 22											51	23	280000	23	280000	18 - 22	
23+											47	28	245000	28	245000	23+	
•Attorney																	•Prokureur
< 3						42	14	36000	12	37500	46	43	100000	43	100000	< 3	
3 - 7						46	80	61500	68	72300	47	79	130000	75	140000	3 - 7	
8 - 12						43	15	87800	10	89100	48	108	150000	107	150000	8 - 12	
13 - 17						44	11	95000			47	91	168000	90	170200	13 - 17	
18 - 22						46	12	159000	12	194400	46	344	175000	338	180000	18 - 22	
23+						37	25	84000	21	84000						23+	
162 RELIGIOUS OCCUPATIONS																	GODSDIENSBEROEPE
< 3						49	24	37400	24	66400						< 3	
3 - 7						53	78	46300	69	79900						3 - 7	
8 - 12						53	127	59200	107	99700						8 - 12	
13 - 17						53	117	66400	101	110100						13 - 17	
18 - 22						53	81	71400	75	113100						18 - 22	
23+						55	222	68400	183	104400						23+	
YEARS WORK EXPE- RIENCE	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	JARE WERK- ERVARING	
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET			
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOJEERD					

.. Median hours worked per week  
(Continued)

.. Mediaan ure per week gewerk  
(Vervolg)

YEARS WORK EXPE- RIENCE	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				JARE WERK- ERVARING																		
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE																	
		N	RAND	N	RAND		N	RAND	N	RAND		N		RAND	N	RAND															
•Psychologist																•Sielkundige															
< 3	42	11	52500															< 3													
3 - 7	41	39	61700	28	71800									36	24	46000	24	53500	3 - 7												
8 - 12	37	42	72800	34	84200									35	37	83000	37	85000	8 - 12												
13 - 17	36	26	79200	20	89700									35	25	78000	24	80000	13 - 17												
18 - 22	39	18	90600	12	104300									34	16	81000	16	81000	18 - 22												
23+	38	51	97900	38	109600									37	34	76500	31	76500	23+												
•Social worker																•Maatskaplike werker															
< 3	39	115	32100	74	33100	38	95	28600	83	30400									< 3												
3 - 7	39	264	36700	173	41300	37	170	32400	135	35200									3 - 7												
8 - 12	39	145	50200	95	53400	37	136	36900	110	39400									8 - 12												
13 - 17	38	138	52500	86	60100	37	104	42400	82	46600									13 - 17												
18 - 22	38	75	54000	58	60600	37	73	43200	58	47400									18 - 22												
23+	38	55	52500	41	63700	38	62	45300	52	51900									23+												
•Librarian/information officer																•Bibliotekaris/inligtingsbeampte															
< 3	37	15	33500	11	41400	36	11	42000											< 3												
3 - 7	38	58	44500	46	52500	31	19	55000	17	55000									3 - 7												
8 - 12	37	61	51400	48	55700	37	13	59000											8 - 12												
13 - 17	36	57	55900	45	68300														13 - 17												
18 - 22	38	50	62500	40	70100														18 - 22												
23+	37	86	69000	65	79400														23+												
•Museum/art curator/director																•Museum/kuns kurator/direkteur															
3 - 7	40	16	42900	10	64300														3 - 7												
8 - 12	40	15	52700	12	61100														8 - 12												
18 - 22	39	12	57200																18 - 22												
23+	42	26	84700	20	105000														23+												
•Editor, publisher																•Redakteur, uitgewer															
3 - 7						37	13	39600	11	39600									3 - 7												
8 - 12						42	10	62000											8 - 12												
13 - 17						41	15	57600	10	80400									13 - 17												
23+						42	18	119000	15	153100									23+												
•Journalist, reporter																•Joernalis, verslaggewer															
3 - 7						46	19	45700	13	45700									3 - 7												
8 - 12						42	10	63200											8 - 12												
23+						42	17	92000	15	130800									23+												
YEARS WORK EXPE-RIENCE																JARE WERK-ERVARING															
..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND												
	SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET																		
	OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOJEERD																				

TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING  
TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES  
VOLGENS BEROEP, WERKURE EN WERKGESWESSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK- URE																
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE																		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND																	
•Attorney															•Prokureur														
1 - 14										10	71000	10	71000	1 - 14															
15 - 29										25	70000	25	70000	15 - 29															
30 - 44	22	116500	16	130400	71	70200	58	79100	214	139500	208	144000	30 - 44																
45+					77	71500	69	76800	420	175000	415	180000	45+																
•Minister, priest, chaplain															•Predikant, priester														
15 - 29					12	47900	11	51600					15 - 29																
30 - 44					108	64400	93	100800					30 - 44																
45+	18	62800	10	96500	483	62500	416	103700					45+																
•Psychologist															•Sielkundige														
1 - 14										22	12000	22	12000	1 - 14															
15 - 29	11	69000	10	78500						25	41200	24	41200	15 - 29															
30 - 44	135	80600	98	95200	18	70000	18	94500	47	80000	46	80000	30 - 44																
45+	40	70800	32	81100	10	99400	10	134100	44	116400	42	118900	45+																
•Social worker															•Maatskaplike werker														
1 - 14	16	16700			24	14500	20	15600	10	11000	10	11000	1 - 14																
15 - 29	51	30300	35	30700	128	24900	104	26800					15 - 29																
30 - 44	549	46300	373	49900	395	36300	326	39800					30 - 44																
45+	145	46400	92	52500	80	41600	64	45600					45+																
•Librarian/information officer															•Bibliotekearis/inligtingsbeampte														
15 - 29	37	31800	27	34600	18	28100	13	30400					15 - 29																
30 - 44	253	55700	203	66400	30	58200	23	60000					30 - 44																
45+	29	69000	20	79100									45+																
17 ART, SPORT & ENTERTAINMENT OCCUPATIONS															KUNS-, SPORT- & VERMAAKLIKHEIDSBEROEPE														
1 - 14					13	14000			15	12000	15	12000	1 - 14																
15 - 29	11	42400	10	48500	20	38900	16	44100	18	30000	18	30000	15 - 29																
30 - 44	48	58700	39	77100	114	58300	94	75100	27	50000	27	50000	30 - 44																
45+	27	71300	21	88500	80	71800	66	88600	25	72000	25	72000	45+																
WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK- URE																
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET																		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPOJEERD																				

MEDIAN INCOME OF FULL TIME EMPLOYEES AND SELF-EMPLOYED  
PERSONS ACCORDING TO OCCUPATION AND ECONOMIC SECTOR

MEDIAAN INKOMSTE VAN VOLTYDSE WERKNEMERS EN SELFGEËMPLJOEERDE  
PERSONE VOLGENS BEROEP EN EKONOMIESE SEKTOR

ECONOMIC SECTOR**	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR**															
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE																	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND																		
•Social worker																•Maatskaplike werker															
Mining Finance,business Community serv.	14	11	68400														Mynbou Besigheidsdiens Gemeenskapsdie														
	9	26	40900	18	53100																										
	8	1204	40900	871	44200																										
ECONOMIC SECTOR	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	EKONOMIESE SEKTOR															
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET																	
	WERKNEMERS					SELFGEËMPLJOEERDE PERSONE					TOTAAL																				

\*\* See Page 6 for complete list of economic sectors

•• Median years work experience

\*\* Kyk bladsy 6 vir volledige lys van ekonomiese sektore

•• Mediaan jare werkervaring

TABLE 7

TABEL 7

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING  
FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROU  
WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPE- RIENCE	MALE					FEMALE					TOTAL					JARE WERK- ERVARING	
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE			
		N	RAND	N	RAND		N	RAND	N	RAND							
161 LEGAL OCCUPATIONS																	REGSBEROEPE
0 - 5	43	45	52000	30	52800	42	23	49500	17	54000	43	68	50600	47	54000	0 - 5	
6 - 10	42	51	88800	36	95700	41	37	77100	24	92300	42	88	81600	60	94500	6 - 10	
11 - 20	41	74	112600	56	130500	45	22	103500	16	116500	42	96	109800	72	125900	11 - 20	
•Public prosecutor																	•Staatsaanklaer
0 - 5	43	20	47000	14	47300	46	13	44900			44	33	45200	23	45500	0 - 5	
6 - 10	42	15	59200	11	62000	41	11	66200			42	26	63500	16	65400	6 - 10	
•Psychologist																	•Sielkundige
0 - 5	46	18	58000	15	72200	40	15	59300	10	61900	42	33	58100	25	65000	0 - 5	
6 - 10	37	20	68400	17	82000	38	19	65000	13	72600	37	39	68000	30	80600	6 - 10	
11 - 20	38	20	92500	18	104200	39	29	80200	20	91200	39	49	84300	38	95200	11 - 20	
21 +	38	43	98000	34	111800	40	14	89300			38	59	97900	43	108400	21 +	
•Social worker																	•Maatskaplike werker
0 - 5	40	39	35900	29	40600	40	207	34000	132	36800	40	294	34500	190	37500	0 - 5	
6 - 10	39	24	48400	18	59300	40	110	46400	72	49600	40	151	46800	101	51300	6 - 10	
11 - 20	39	28	56700	17	71200	39	175	52500	118	59600	38	232	52500	156	60300	11 - 20	
21 +	40	12	68100			39	43	54600	32	60800	39	66	56100	49	64700	21 +	
•Librarian/information officer																	•Bibliotekearis/inligtingsbeampte
0 - 5	37	10	36800			38	41	42800	31	46400	38	51	42100	39	45700	0 - 5	
6 - 10	38	11	53000			37	39	52600	31	63200	37	50	52800	40	62600	6 - 10	
11 - 20	37	11	69600	10	94500	38	87	57200	69	67500	38	98	58500	79	68300	11 - 20	
21 +	37	22	92900	19	122400	37	74	64200	56	69900	37	96	68300	75	79800	21 +	
YEARS WORK EXPE- RIENCE	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	JARE WERK- ERVARING	
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET			
		MANLIK		VROULIK			TOTAAL										

.. Median hours worked per week

.. Mediaan ure per week gewerk



TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

## EMPLOYEES: PRIVATE SECTOR

## WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPE- RIENCE	MALE					FEMALE					TOTAL					JARE WERK- ERVARING
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
161 LEGAL OCCUPATIONS																REGSBEROEPE
0 - 5	43	128	35500	115	36000	42	87	30000	74	30000	43	215	32400	189	34800	0 - 5
6 - 10	46	42	78500	35	103600	42	20	60600	16	69500	43	62	74700	51	94000	6 - 10
11 - 20	44	36	98400	31	140100	45	14	78000	11	82200	44	50	96000	42	126100	11 - 20
-Attorney																-Prokureur
0 - 5	46	46	57900	43	65500	43	27	43700	22	50500	45	73	54000	65	58500	0 - 5
-Social worker																-Maatskaplike werker
0 - 5	38	12	31400	12	33600	39	158	30200	131	32500	38	186	30400	153	32600	0 - 5
11 - 20	42	13	60000	11	70700	38	120	45600	94	49900	39	149	46800	117	51900	11 - 20
YEARS WORK EXPE- RIENCE	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	JARE WERK- ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

## SELF-EMPLOYED

## SELFGEËMPOJEERD

YEARS WORK EXPE- RIENCE	MALE				FEMALE				TOTAL				JARE WERK- ERVARING																		
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE																	
		N	RAND	N	RAND		N	RAND	N	RAND		N		RAND	N	RAND															
•Attorney																•Prokureur															
6 - 10	48	60	122400	58	137700	41	12	90000	10	90600	47	72	120000	68	124100	6 - 10															
21 +	46	355	180000	349	180000	42	10	105000	10	105000	46	367	180000	361	180000	21 +															
•Psychologist																•Sielkundige															
11 - 20	45	10	108000			41	26	95000	26	96500	42	36	98000	35	100000	11 - 20															
21 +	49	17	115000	15	115000	34	12	76000	12	76000	46	29	94000	27	96200	21 +															
YEARS WORK EXPE- RIENCE	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	JARE WERK- ERVARING															
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET																	
		MANLIK					VROULIK					TOTAAL																			

.. Median hours worked per week

.. Mediaan ure per week gewerk

TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO  
OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS  
BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKEWERSEKTOR

	0 - 5 years / jare				6 - 10 years / jare				11 - 20 years / jare				20 + years / jare				TOTAL / TOTAAL				
	S		P		S		P		S		P		S		P		S		P		
	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	
•Attorney																					
Self-employed																					
Asian / Asiër	47	21	100000	21	100000	47	10	105000	55	140000	46	14	72000	14	72000	47	32	72000	31	72000	47
White / Blank	47	58	132400	55	140000	50	169	168000	167	168000	46	358	180000	352	180000	47	606	168000	595	170800	47
•Minister, priest, chaplain																					
Private Sector																					
Colour / Kleur	53	45	43400	41	90000	53	100	56200	88	95100	53	205	68600	180	113100	55	219	69000	180	106000	62
White / Blank	53	17	33600	10	40100	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	54
•Social worker																					
Public Sector																					
Asian / Asiër	37	14	33400	12	35800	37	30	47000	21	53800	39	14	52100	24	63700	39	38	48100	28	48100	38
Black / Swart	38	55	33700	32	37500	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	39
Colour / Kleur	38	17	33600	10	40100	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	40
White / Blank	40	145	34700	94	37700	40	77	46400	50	51500	40	132	53200	90	59700	39	42	57600	30	62800	40
Private Sector																					
Asian / Asiër	38	13	31100	10	31700	37	10	46400	13	55800	37	10	46400	13	55800	37	34	37700	28	41500	38
Black / Swart	37	23	28400	21	30000	42	19	53800	74	51500	42	19	53800	74	51500	40	54	36500	42	36700	37
Colour / Kleur	37	11	31700	10	33600	39	58	37700	45	41200	39	95	46800	74	51500	40	27	35900	26	39900	38
White / Blank	39	108	30300	89	33100	39	58	37700	45	41200	39	95	46800	74	51500	40	303	37700	246	41600	39
•Librarian/information officer																					
•Bibliotekaris/inligtingsbeampte																					
Public Sector																					
Black / Swart	37	46	40900	36	46000	37	41	52500	32	59600	38	91	58500	73	68300	37	92	67900	72	79000	39
White / Blank	37	12	61900	213	66400	37	12	61900	213	66400	37	12	61900	213	66400	37	12	61900	213	66400	39
•Predikant, priester																					
Private Sector																					
Colour / Kleur	53	45	43400	41	90000	53	100	56200	88	95100	53	205	68600	180	113100	55	219	69000	180	106000	62
White / Blank	53	17	33600	10	40100	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	54
•Maatskaplike werker																					
Openbare Sektor																					
Asian / Asiër	37	14	33400	12	35800	37	30	47000	21	53800	39	14	52100	24	63700	39	38	48100	28	48100	38
Black / Swart	38	55	33700	32	37500	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	39
Colour / Kleur	38	17	33600	10	40100	40	14	46600	10	50400	42	17	52500	10	62400	40	49	46800	31	51300	40
White / Blank	40	145	34700	94	37700	40	77	46400	50	51500	40	132	53200	90	59700	39	42	57600	30	62800	40
Private Sector																					
Asian / Asiër	38	13	31100	10	31700	37	10	46400	13	55800	37	10	46400	13	55800	37	34	37700	28	41500	38
Black / Swart	37	23	28400	21	30000	42	19	53800	74	51500	42	19	53800	74	51500	40	54	36500	42	36700	37
Colour / Kleur	37	11	31700	10	33600	39	58	37700	45	41200	39	95	46800	74	51500	40	27	35900	26	39900	38
White / Blank	39	108	30300	89	33100	39	58	37700	45	41200	39	95	46800	74	51500	40	303	37700	246	41600	39
•Median hours worked per week																					
•Bibliotekaris/inligtingsbeampte																					
Openbare Sektor																					
Black / Swart	37	46	40900	36	46000	37	41	52500	32	59600	38	91	58500	73	68300	37	92	67900	72	79000	39
White / Blank	37	12	61900	213	66400	37	12	61900	213	66400	37	12	61900	213	66400	37	12	61900	213	66400	39
•Salaris																					
•Mediaan ure per week gewerk																					
•P: Pakket																					

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING  
TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK  
VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING					
	..	SALARY		PACKAGE		..	SALARY		PACKAGE		..	SALARY		PACKAGE							
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND						
LITERATURE, PHILOSOPHY																	LITERATUUR, WYSBEGEERTE				
B-degree	17	1147	68000	834	79500	12	824	66200	716	82800	20	187	89200	183	93200	B-graad					
Post grad.dipl.						4	19	48200	14	55400						Nagraadse dip					
Hons-degree	14	880	67000	633	79000	11	457	68200	392	85700	15	108	85000	100	91000	Hons-graad					
M-degree	16	397	81400	311	92600	18	140	87800	118	115500	15	96	91100	96	95500	M-graad					
D-degree	25	243	100500	174	117000	25	29	129500	27	154000	18	26	120000	26	120000	D-graad					
ART																	KUNS				
B-degree	14	38	58400	37	64600	5	23	56800	19	56800	10	16	57500	16	57800	B-graad					
Hons-degree	12	29	60600	23	68000	8	12	60500	12	69700						Hons-graad					
M-degree	14	19	70000	17	75100											M-graad					
D-degree	23	12	89600													D-graad					
EDUCATION																	OPVOEDKUNDE				
B-degree	6	185	50200	136	54300	7	52	47200	41	56400	12	12	30000	12	30000	B-graad					
Post grad.dipl.	11	895	57800	616	65700	11	295	65000	250	79300	18	92	87000	93	90000	Nagraadse dip					
Hons-degree	20	891	80200	652	92800	19	74	83500	65	102000	23	27	100000	26	100000	Hons-graad					
M-degree	22	317	91300	241	105000	27	18	98700	15	125500	15	14	66000	13	66000	M-graad					
D-degree	27	136	105000	109	124800											D-graad					
LIBRARIANSHIP																	BIBLIOTEEKWESE				
B-degree	12	80	51500	69	60700	13	11	56600	10	62400						B-graad					
Post grad.dipl.	18	71	52600	52	63200	16	16	64300	10	65200						Nagraadse dip					
Hons-degree	15	68	64000	55	70900	12	15	76900	11	83400						Hons-graad					
M-degree	21	27	92300	21	116000											M-graad					
SOCIAL WORK																	MAATSKAPLIKE WERK				
Diploma	14	77	51500	53	57800	15	56	41500	51	45700						Diploma					
B-degree	5	372	38200	244	43700	6	268	35000	212	38600						B-graad					
Hons-degree	14	89	52200	66	56500	14	79	48800	63	52400						Hons-graad					
M-degree	16	43	58500	27	71300	15	34	55400	28	62700						M-graad					
LAW																	REGTE				
B-degree	15	225	80700	167	98700	8	152	60000	125	73900	25	327	150000	324	152300	B-graad					
Post grad.dipl.						16	19	160000	14	184600	27	17	240000	17	240000	Nagraadse dip					
Hons-degree	13	221	114000	158	132000	5	259	63600	222	75200	19	354	158000	349	169500	Hons-graad					
M-degree	12	26	105200	17	129700	10	19	125400	14	154700	19	30	190000	30	200000	M-graad					
D-degree	24	23	128800	19	150900											D-graad					
THEOLOGY																	TEOLOGIE				
B-degree	6	29	44000	15	56400	17	83	40000	69	66000						B-graad					
Post grad.dipl.						26	57	71400	48	111000						Nagraadse dip					
Hons-degree	9	42	58200	26	73600	15	275	65000	242	105200	13	16	80000	15	100000	Hons-graad					
M-degree						13	94	65000	82	106200						M-graad					
D-degree	24	33	104000	24	122000	21	53	70500	43	113700						D-graad					
FIELD OF STUDY	..	N	RAND	N	RAND	..	N	RAND	N	RAND	..	N	RAND	N	RAND	STUDIE-RIGTING					
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET							
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPOLEERD									

.. Median years work experience

.. Mediaan jare werkervaring

The following reports on the remuneration of graduates in 1994 are available :

- 1 *Main report:* Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
- 2 *Short report:* Same as *Main Report* but without breakdown of occupations.

*Occupational group reports*, with a breakdown of occupations according to the different variables. Field and level of study also included.

- 3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
- 4 Natural science, computer and agricultural occupations
- 5 Medical and health science occupations
- 6 Education occupations
- 7 Human resources, financial, economic and sales occupations
- 8 Legal, religious, social sciences and other humanities
- 9 Managerial, administrative and clerical occupations. Managers, according to managerial level

Enquiries: HSRC Book Marketing - P.O. Box 5556, Pretoria 0001 • Tel. (012) 202 2004 Fax (012) 202 2933

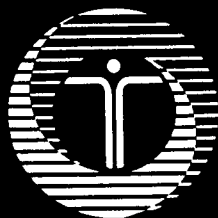
Die volgende verslae oor die vergoeding van gegradueerdes in 1994 is beskikbaar :

- 1 *Hoofverslag:* Sluit alle groepe in. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word ook ingesluit.
- 2 *Kort verslag:* Sluit alle beroepe in, maar gee nie besonderhede vir al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

*Beroepsgroepverslae:* Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

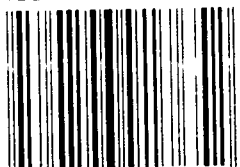
- 3 Ingenieurs, argitekte, bourekenaars, stads- en streeksbeplanners en landmeters
- 4 Natuurwetenskaplike, rekenaar- en landboukundige beroepe
- 5 Mediese en gesondheidsdiensberoepe
- 6 Onderwysberoepe
- 7 Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
- 8 Regs-, godsdienstige-, sosiale en ander geestewetenskaplike beroepe
- 9 Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak ontleed.

Navrae: RGN-Boekbemarking - Posbus 5556, Pretoria 0001 • Tel. (012) 202 2004 Faks (012) 202 2933



**HSRC**  
**RGN**  
*Publishers / Uitgewery*

ISBN 0-7969-1765-5



**BEST COPY AVAILABLE**



**U.S. DEPARTMENT OF EDUCATION**  
*Office of Educational Research and Improvement (OERI)*  
*Educational Resources Information Center (ERIC)*



## NOTICE

### REPRODUCTION BASIS



This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.



This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").